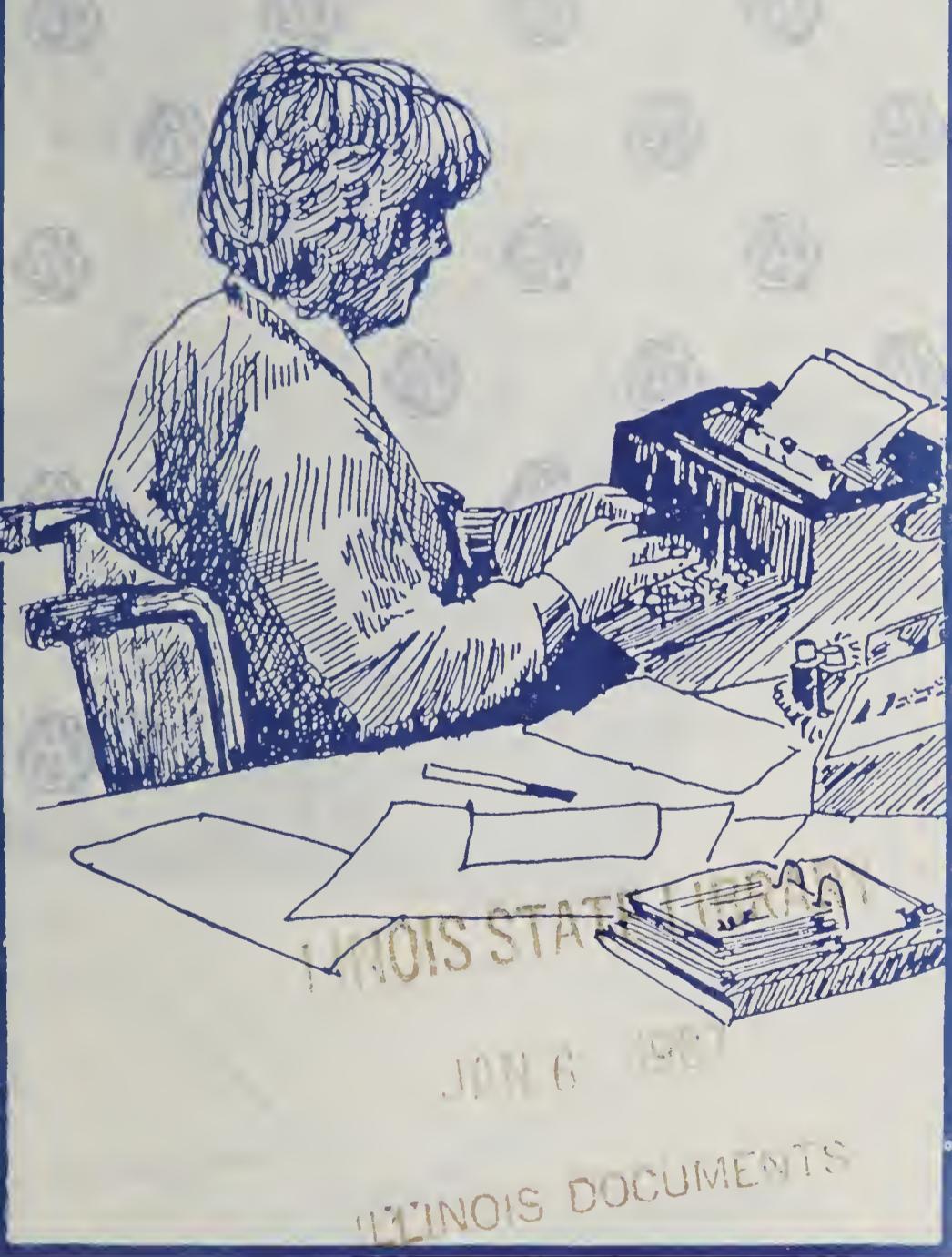


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ABILITY  
IS THE KEY...  
NOT  
DISABILITY

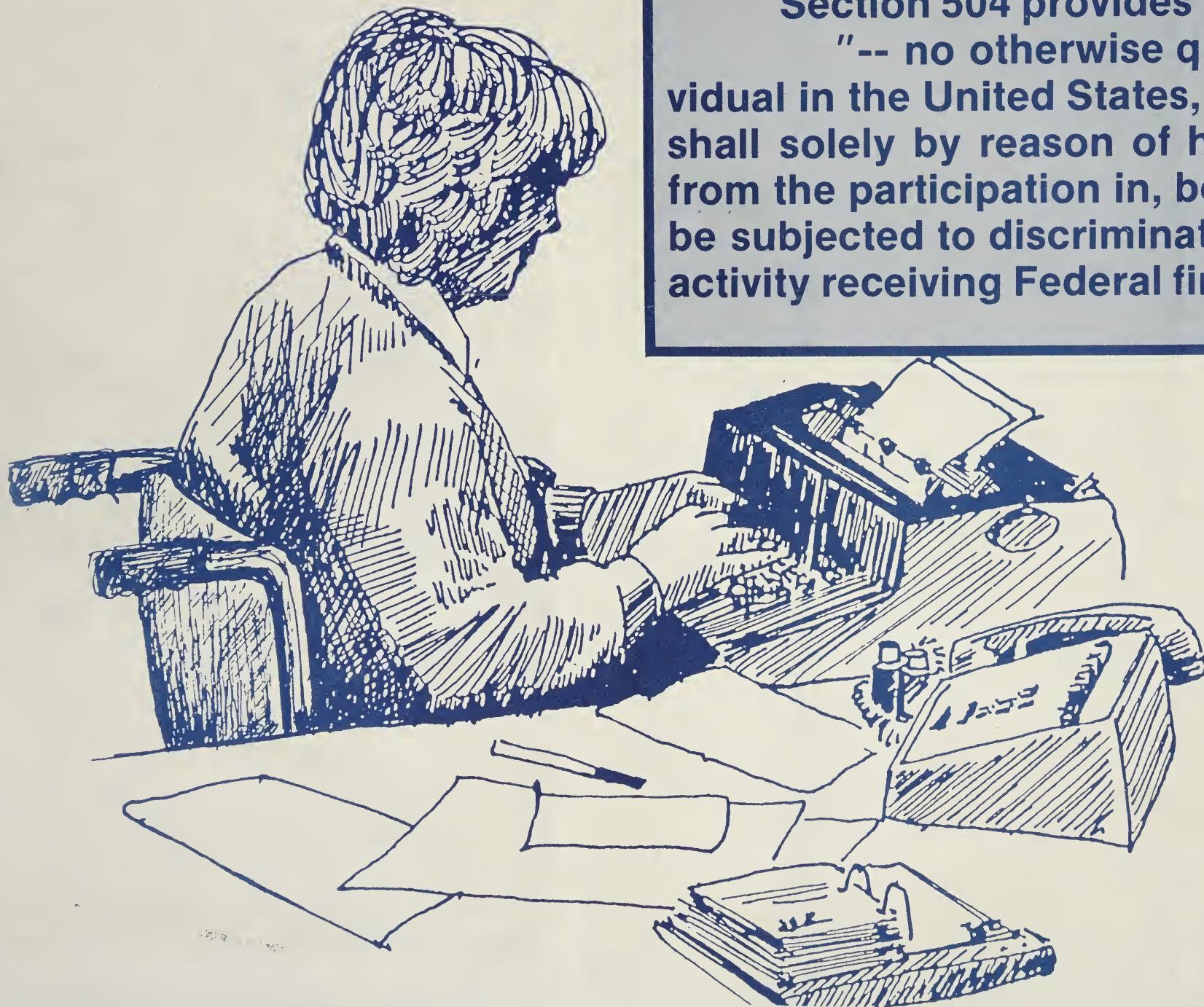


Illinois Department of Public Aid  
Gregory L. Coler, Director

## WHAT IS THE DEPARTMENT'S POLICY ON SECTION 504, REHABILITATION ACT OF 1973?

**Section 504 provides that:**

**"-- no otherwise qualified handicapped individual in the United States, as defined in Section 7(6), shall solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."**



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The Department's philosophy is that the economic growth and well being of the citizens of the State of Illinois are dependent on the productivity of all citizens. Each citizen can and will, if given the opportunity, make a contribution to the economic life of the community as long as the citizens of that community think in terms of ability and not disability. Regardless of the type or degree of impairment, when qualified and properly placed, each citizen will have the opportunity to become productive and dependable.

The Department of Public Aid assures that applicants for employment, and current employees applying for promotion or transfer will be considered on their ability to perform the essential activities of the position involved. Each applicant will be evaluated on an individualized basis, recognizing the possibility that he/she may be able, with Reasonable Accommodation, to perform the essential job activities for that position. Current qualified handicapped employees may, at any time, request Reasonable Accommodation to assist them in performing their job functions.

In its continuing effort to assure that all programs are accessible to the public, the Department will provide Reasonable Accommodation to disabled/handicapped applicants and recipients of all assistance programs and services administered by the Department.

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## WHAT IS MEANT BY HANDICAPPED?

### Federal Regulations State:

"A Handicapped Person means any person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment."

With respect to employment, a "Qualified Handicapped Person" means a handicapped person who, with reasonable accommodation, can perform the essential functions of the job in question.

## WHERE TO OBTAIN MORE INFORMATION?

In order to ensure implementation and compliance, the Department has established a Section 504 Coordinator.

Please Contact:  
Section 504 Coordinator  
Illinois Department of Public Aid  
Jesse B. Harris Building  
100 South Grand Avenue East  
Springfield, IL 62762  
Telephone #217/785-9534

DPA 2365 (R-10-86)

The Illinois Department of Public Aid does not discriminate in admission to, or treatment or employment in programs or activities in compliance with the Illinois Human Rights Act, the Illinois Constitution, the U.S. Civil Rights Act, Section 504 of the Rehabilitation Act, as amended, and the U.S. Constitution.

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